

# Index to Volume 19

## AUTHOR INDEX

Berman, Evan M., Jonathan P. West and XiaoHu Wang. Using performance measurement in human resource management. Spring 1999, pp. 5-17.

Bobic, Michael, Eric Davis and Robert Cunningham. The Kirton Adaptation-Innovation Inventory. Spring 1999, pp. 18-31.

Daley, Dennis M. Public sector supervisory performance appraisal: Core functions, effectiveness characteristics and the identification of superstar supervisors. Fall 1999, pp. 65-75.

Douglas, James and Gene Brewer. Supervisors' perceptions of the performance of cooperative education employees working in federal agencies. Spring 1999, pp. 50-60.

Durst, Samantha. Assessing the effect of family-friendly programs on public organizations. Summer 1999, pp. 19-33.

Ewoh, Andrew I. E. An inquiry into the role of public employees and managers in privatization. Winter 1999, pp. 8-27.

Hays, Steven W. and Richard C. Kearney. Saving the civil service. Winter 1999, pp. 77-78.

Lawther, Wendell C. The role of public employees in the privatization process. Winter 1999, pp. 28-40.

Lawther, Wendell C. The role of public employees in the privatization process—A symposium. Winter 1999, pp. 5-7.

Lee, Robert D., Jr. The Rehabilitation Act and federal employment: The courts' application of the law. Fall 1999, pp. 45-64.

Martin, Lawrence L. Public-private competition. Winter 1999, pp. 59-70.

Martinez, Mario. Precursors to human resource planning in the public sector. Spring 1999, pp. 71-76.

Mikkelsen, Aslaug and Kjell Grønhaug. Measuring organizational learning climate: A cross-national replication and instrument validation study among public sector employees. Fall 1999, pp. 31-44.

Naff, Katherine and John Crum. Working for America: Does public service motivation make a difference? Fall 1999, pp. 5-16.

Newell, Charldean and Samantha Durst. The reorganization perspectives of personnel administrators: Managers in the middle. Fall 1999, pp. 17-30.

Newman, Meredith and Kay Matthews. Federal family-friendly workplace policies. Summer 1999, pp. 34-48.

Nyhan, Ronald C. Increasing affective organizational commitment in public organizations: The key role of interpersonal trust. Summer 1999, pp. 58-70.

Ortega, Ramona. Affirmative action policies and workplace discrimination: Perceived effects on the careers of Mexican Americans in municipal administration. Summer 1999, pp. 49-57.

Ravitch, Frank S. and Wendell C. Lawther. Privatization and public employee pension rights. Winter 1999, pp. 41-58.

Reiner, Michael D. and Jihong Zhao. The determinants of job satisfaction among United States Air Force Security Police: A test of rival theoretical predictive models. Summer 1999, pp. 5-18.

Stehr, Stephen and Ted Jones. Continuity and change in public personnel administration. Spring 1999, pp. 32-49.

Van Wart, Montgomery. Is making any fundamental change in the civil service dangerous? Winter 1999, pp. 71-76.

Worrall, John and Ricky Gutierrez. Potential consequences of community-oriented policing for civil liability: Is there a dark side

# Index to Volume 19

## AUTHOR INDEX

Berman, Evan M., Jonathan P. West and XiaoHu Wang. Using performance measurement in human resource management. Spring 1999, pp. 5-17.

Bobic, Michael, Eric Davis and Robert Cunningham. The Kirton Adaptation-Innovation Inventory. Spring 1999, pp. 18-31.

Daley, Dennis M. Public sector supervisory performance appraisal: Core functions, effectiveness characteristics and the identification of superstar supervisors. Fall 1999, pp. 65-75.

Douglas, James and Gene Brewer. Supervisors' perceptions of the performance of cooperative education employees working in federal agencies. Spring 1999, pp. 50-60.

Durst, Samantha. Assessing the effect of family-friendly programs on public organizations. Summer 1999, pp. 19-33.

Ewoh, Andrew I. E. An inquiry into the role of public employees and managers in privatization. Winter 1999, pp. 8-27.

Hays, Steven W. and Richard C. Kearney. Saving the civil service. Winter 1999, pp. 77-78.

Lawther, Wendell C. The role of public employees in the privatization process. Winter 1999, pp. 28-40.

Lawther, Wendell C. The role of public employees in the privatization process—A symposium. Winter 1999, pp. 5-7.

Lee, Robert D., Jr. The Rehabilitation Act and federal employment: The courts' application of the law. Fall 1999, pp. 45-64.

Martin, Lawrence L. Public-private competition. Winter 1999, pp. 59-70.

Martinez, Mario. Precursors to human resource planning in the public sector. Spring 1999, pp. 71-76.

Mikkelsen, Aslaug and Kjell Grønhaug. Measuring organizational learning climate: A cross-national replication and instrument validation study among public sector employees. Fall 1999, pp. 31-44.

Naff, Katherine and John Crum. Working for America: Does public service motivation make a difference? Fall 1999, pp. 5-16.

Newell, Charldean and Samantha Durst. The reorganization perspectives of personnel administrators: Managers in the middle. Fall 1999, pp. 17-30.

Newman, Meredith and Kay Matthews. Federal family-friendly workplace policies. Summer 1999, pp. 34-48.

Nyhan, Ronald C. Increasing affective organizational commitment in public organizations: The key role of interpersonal trust. Summer 1999, pp. 58-70.

Ortega, Ramona. Affirmative action policies and workplace discrimination: Perceived effects on the careers of Mexican Americans in municipal administration. Summer 1999, pp. 49-57.

Ravitch, Frank S. and Wendell C. Lawther. Privatization and public employee pension rights. Winter 1999, pp. 41-58.

Reiner, Michael D. and Jihong Zhao. The determinants of job satisfaction among United States Air Force Security Police: A test of rival theoretical predictive models. Summer 1999, pp. 5-18.

Stehr, Stephen and Ted Jones. Continuity and change in public personnel administration. Spring 1999, pp. 32-49.

Van Wart, Montgomery. Is making any fundamental change in the civil service dangerous? Winter 1999, pp. 71-76.

Worrall, John and Ricky Gutierrez. Potential consequences of community-oriented policing for civil liability: Is there a dark side

to employee empowerment? Spring 1999, pp. 61-70.

## SUBJECT INDEX

### *Affirmative Action and Equal Employment Opportunity*

Affirmative action and workplace discrimination: Perceived effects on the careers of Mexican Americans in municipal administration. Ramona Ortega. Summer 1999, pp. 49-57.

The Rehabilitation Act and federal employment: The courts' application of the law. Robert D. Lee, Jr. Fall 1999, pp. 45-64.

### *Benefits*

Assessing the effect of family friendly programs on public organizations. Samantha Durst. Summer 1999, pp. 19-33.

Federal family-friendly workplace policies. Meredith Newman and Kay Matthews. Summer 1999, pp. 34-48.

### *Civil Service Reform*

Is making any fundamental change in the civil service dangerous? Montgomery Van Wart. Winter 1999, pp. 71-76.

Saving the civil service. Steven W. Hays and Richard C. Kearney. Winter 1999, pp. 77-78.

### *Education and Teaching*

#### *Personnel Administration*

Continuity and change in public personnel administration. Stephen Stehr and Ted Jones. Spring 1999, pp. 32-49.

### *Employee Attitudes, Behavior*

#### *and Motivation*

The determinants of job satisfaction among United States Air Force Security Police: A test of rival theoretical predictive models. Michael D. Reiner and Jihong Zhao. Sum-

mer 1999, pp. 5-18.

Increasing affective organizational commitment in public organizations: The key role of interpersonal trust. Ronald C. Nyhan. Summer 1999, pp. 58-70.

Measuring organizational learning climate: A cross-national replication and instrument validation study among public sector employees. Aslaug Mikkelsen and Kjell Grønhaug. Fall 1999, pp. 31-44.

Working for America: Does public service motivation make a difference? Katherine Naff and John Crum. Fall 1999, pp. 5-16.

### *Evaluation*

The Kirton Adaptation-Innovation Inventory. Michael Bobic, Eric Davis and Robert Cunningham. Spring 1999, pp. 18-31.

Using performance measurement in human resource management: A survey of U. S. counties. Evan M. Berman, Jonathan P. West and XiaoHu Wang. Spring 1999, pp. 5-17.

### *Human Capital*

The reorganization perspectives of personnel administrators: Managers in the middle. Charldean Newell and Samantha L. Durst. Fall 1999, pp. 17-30.

### *International Public Personnel Administration*

Measuring organizational learning climate: A cross-national replication and instrument validation study among public sector employees. Aslaug Mikkelsen and Kjell Grønhaug. Fall 1999, pp. 31-44.

### *Performance and Performance Appraisals*

Public sector supervisory performance appraisal: Core functions, effectiveness characteristics and the identification of superstar supervisors. Dennis M. Daley. Fall 1999, pp. 65-76.

Supervisors' perceptions of the performance of cooperative education employees working in federal agencies. James Douglas and Gene Brewer. Spring 1999, pp. 50-60.

Using performance measurement in human resource management: A survey of U.S. counties. Evan Berman, Jonathan West and XiaoHu Wang. Spring 1999, pp. 5-17.

#### *Privatization*

An inquiry into the role of public employees and managers in privatization. Andrew I. Ewoh. Winter 1999, pp. 8-27.

Is making any fundamental change in the civil service dangerous? Montgomery Van Wart. Winter 1999, pp. 71-76.

Privatization and public employee pension rights. Frank S. Ravitch and Wendell C. Lawther. Winter 1999, pp. 41-58.

Public-private competition. Lawrence L. Martin. Winter 1999, pp. 59-70.

Saving the civil service. Steven W. Hays and Richard C. Kearney. Winter 1999, pp. 77-78.

The role of public employees in the privatization process. Wendell Lawther. Winter 1999, pp. 28-40.

The role of public employees in the privatization process-A symposium. Wendell C. Lawther. Winter 1999, pp. 5-7.

#### *Public Personnel Administration and the Law*

Potential consequences of community-oriented policing for civil liability: Is there a dark side to employee empowerment? John Worrall and Ricky Gutierrez. Spring 1999, pp. 61-70.

The Rehabilitation Act and federal employment: The courts' application of the law. Robert D. Lee, Jr. Fall 1999, pp. 45-64.

#### *Strategic Management*

Precursors to human resource planning in the public sector. Mario Martinez. Spring 1999, pp. 71-76.

### **BOOKS REVIEWED INDEX**

Ashner, Harold J. *Representing the agency before the Merit Systems Protection Board: A handbook on MSPB practice and procedure*. Reviewed by T. Zane Reeves. Fall 1999, pp. 82-83.

Block, Richard N., John Beck and Daniel H. Kruger. *Labor law, industrial relations and employee choice*. Reviewed by David K. Donohue. Summer 1999, p. 73.

Bowman, James and Donald Menzel (Ed.). *Teaching ethics and values in public administration programs: Innovations, strategies and issues*. Reviewed by Anna Marie Schuh. Fall 1999, pp. 76-78.

Cole, Robert E. *Managing quality fads: How American business learned to play the quality game*. Reviewed by Saundra J. Reinke. Fall 1999, pp. 79-81.

Lee, William G. *Mavericks in the Workplace: Harnessing the genius of American workers*. Reviewed by Raymond Cox. Summer 1999, pp. 71-72.

Rosse, Joseph and Robert Levin. *High impact hiring: A comprehensive guide to performance-based hiring*. Reviewed by Brett S. Sharp. Fall 1999, pp. 78-79.

